

S.N.R. SONS COLLEGE

NAVA INDIA, COIMBATORE, TAMIL NADU.

COLLEGE DEVELOPMENT PLAN

1. COLLEGE BASIC INFORMATION

1.1 College Identity

Name of the College : S.N.R. SONS COLLEGE

Is the College approved by Regulatory Body? : Yes, The College is approved by UGC, AICTE, Government of Tamil Nadu and Bharathiar University

Furnish approval No : Govt.No:0988 Dated 30/06/1987

Type of College : Private Unaided/Autonomous

Status of College : Autonomous Institute as declared by Bharathiar University

Name of Principal of College and Project Nodal Officers:

Head and Nodal Officer	Name	Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the College	Dr.K.Karunakaran	0422 - 2562788, 0422 - 2566266	09042763777	0422 - 2560381	principal@srcas.ac.in

1.2 Academic Information:

UG programs offered in Academic year										
S.No.	Title of Programs	Level	Duration (Years)	Year of starting	2014 -2015		2015-2016		2016-2017	
					Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength
01	B.B.A	UG	3 years	1988	50	31	50	28	50	60
02	B.B.A CA	UG	3 years	2002	60	35	60	25	60	59
03	B.Com	UG	3 years	1988	60	60	60	50	60	59
04	B.Com CA	UG	3 years	2000	110	105	110	104	110	110
05	B.Com PA	UG	3 years	2011	60	60	60	50	60	62
06	B.C.A	UG	3 years	1999	60	44	60	30	60	58
07	B.Sc CS	UG	3 years	1987	120	54	120	50	120	120
08	B.Sc IT	UG	3 years	2007	60	53	50	38	60	58
09	B.Sc ECS	UG	3 years	1987	50	48	50	29	50	46
10	B.Sc CS&HM	UG	3 years	1987	50	49	50	48	50	26

11	B.Sc BT	UG	3 years	2006	50	50	50	50	50	52
12	B.Sc PHY	UG	3 years	2014	--	--	40	33	40	40
13	B.Sc CHEMISTRY	UG	3 years	2016	--	--	--	--	40	43
14	B.Sc MATHS	UG	3 years	2016	--	--	--	--	50	44
15	B.A ENGLISH	UG	3 years	2016	--	--	--	--	40	32
16	B.Com BPS	UG	3 years	2016	--	--	--	--	60	58

UG programs offered in Academic year										
S.No.	Title of Programs	Level	Duration (Years)	Year of starting	2017 -2018		2018-2019		2019-2020	
					Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength
01	B.B.A	UG	3 years	1988	50	60	110	110	110	110
02	B.B.A CA	UG	3 years	2002	60	60	60	60	60	60
03	B.Com	UG	3 years	1988	50	59	120	120	120	120
04	B.Com CA	UG	3 years	2000	120	119	120	120	120	120
05	B.Com PA	UG	3 years	2011	120	119	120	120	120	120

06	B.C.A	UG	3 years	1999	120	66	120	120	120	120
07	B.Sc CS	UG	3 years	1987	120	116	120	120	120	120
08	B.Sc IT	UG	3 years	2007	50	55	60	60	60	60
09	B.Sc ECS	UG	3 years	1987	50	54	60	60	60	60
10	B.Sc CS&HM	UG	3 years	1987	50	31	50	50	50	50
11	B.Sc BT	UG	3 years	2006	50	59	60	60	60	60
12	B.Sc PHY	UG	3 years	2014	40	48	48	48	48	48
13	B.Sc CHEMISTRY	UG	3 years	2016	40	48	48	48	48	48
14	B.Sc MATHS	UG	3 years	2016	50	60	60	60	60	60
15	B.A ENGLISH	UG	3 years	2016	40	48	48	48	48	48
16	B.Com BPS	UG	3 years	2016	60	56	60	60	60	60
17	B.Com A& F	UG	3 years	2017	60	59	60	60	60	60
18	B.Sc MATHS (CA)	UG	3 years	2017	60	36	60	60	60	60
19	B.Com E COMMERCE	UG	3 years	2017	--	--	--	--	60	60
20	B.Com (IB)	UG	3 years	2017	--	--	--	--	60	60

PG programs offered in Academic year										
S.No.	Title of Programs	Level	Duration (Years)	Year of starting	2014 -2015		2015-2016		2016-2017	
					Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength
01	M.C.A	PG	2 years	1991	49	11	--	--	--	--
02	M.B.A	PG	2 years	1994	60	23	60	19	60	46
03	M.B.A PART TIME	PG	2 years	2013	60	03	60	--	60	06
04	M.Sc CS	PG	2 years	2001	40	10	40	11	40	31
05	M.Sc IT	PG	2 years	2007	40	10	40	16	40	17
06	M.Sc ECS	PG	2 years	1991	30	02	30	03	30	13
07	M.Sc VLSI	PG	2 years	2008	30	13	30	04	30	--
08	M.Sc BT	PG	2 years	2006	30	02	30	06	30	18
09	M.Com FCA	PG	2 years	2002	40	18	40	19	40	15
10	M.I.B	PG	2 years	1998	40	27	40	13	40	18
11	M.A. ENG	PG	2 years	2011	30	17	30	07	30	07
12	M.S.W	PG	2 years	2011	30	15	30	12	30	--

PG programs offered in Academic year

S.No	Title of Programs	Level	Duration (Years)	Year of starting	2017 -2018		2018-2019		2019-2020	
					Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength
01	M.B.A	PG	2 years	1994	60	53	120	120	120	120
02	M.B.A PART	PG	2 years	2013	60	10	60	60	60	60
03	M.Sc CS	PG	2 years	2001	40	11	40	40	40	40
04	M.Sc IT	PG	2 years	2007	40	06	40	40	40	40
05	M.Sc ECS	PG	2 years	1991	30	13	30	30	30	30
06	M.Sc VLSI	PG	2 years	2008	30	--	30	30	30	30
07	M.Sc BT	PG	2 years	2006	20	05	20	20	20	20
08	M.Com FCA	PG	2 years	2002	40	16	40	40	40	40
09	M.I.B	PG	2 years	1998	40	24	40	40	40	40
10	M.A ENG	PG	2 years	2011	40	05	40	40	40	40
11	M.S.W	PG	2 years	2011	30	03	30	30	30	30

Ph.D., programs offered in Academic year										
S. No	Title of Programs	Level	Duration (Years)	Year of starting	2014 -2015		2015-2016		2016-2017	
					Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength
01	Commerce	Ph.D	3 to 5	2001	40	2	40	3	40	10
02	Computer Science	Ph.D	3 to 5	2010	20	11	20	4	20	1
03	Bio Technology	Ph.D	3 to 5	2006	05	1	05	--	05	1
04	Management	Ph.D	3 to 5	2001	16	--	16	3	16	4

Ph.D., programs offered in Academic year										
S.No.	Title of Programs	Level	Duration (Years)	Year of starting	2017 -2018		2018-2019		2019-2020	
					Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength	Sanctioned annual in take	Total Student Strength
01	Commerce	Ph.D	3 to 5	2001	50	2	50	50	50	50
02	Computer Science	Ph.D	3 to 5	2010	40	--	40	40	40	40
03	Bio Technology	Ph.D	3 to 5	2006	05	1	16	16	16	16
04	Management	Ph.D	3 to 5	2001	16	--	16	16	16	16
05	Tamil	Ph.D	3 to 5	2017	08	--	16	16	16	16
06	Electronics	Ph.D	3 to 5	2001	--	--	16	16	16	16
07	Maths	Ph.D	3 to 5	2018	--	--	16	16	16	16
08	Chemistry	Ph.D	3 to 5	2018	--	--	16	16	16	16
09	Physics	Ph.D	3 to 5	2018	--	--	16	16	16	16
10	English	Ph.D	3 to 5	2018	--	--	16	16	16	16

Whether College is Accredited?**Yes**, the College Accredited by**1. NAAC**

A' Grade, 3rd cycle from 21.02.2014 valid till 20.02.2019
 2nd cycle, 'B' level from 31.03.2007 till 30.03.2012
 1st cycle, four star level, from 21.05.2001 till 20.05.2006.


2. CIAC

Full Accrediation for outstanding performance in the field of education as private, College. Valid Until May 31st 2017.

3. CSI

CSI Student branch is accredited to engage in knowledge sharing, Technology and skill up gradation valid until May 31st 2018.

Accreditation Status of UG programs:

Title of UG Programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2017	Whether "Applied for" as on 31st March 2017?
B.B.A	YES	YES	 NA
B.B.A CA	YES	YES	
B.Com	YES	YES	
B.Com CA	YES	YES	
B.Com PA	YES	YES	
B.C.A	YES	YES	
B.Sc CS	YES	YES	
B.Sc IT	YES	YES	
B.Sc ECS	YES	YES	
B.Sc CS & HM	YES	YES	
B.Sc BIO TECHNOLOGY	YES	YES	
B.Sc PHYSICS	YES	YES	
B.Sc CHEMISTRY	YES	YES	
B.Sc MATHS	YES	YES	
B.A ENGLISH	YES	YES	
B.Com BPS	YES	YES	
B.Com A&F	YES	YES	
B.Sc Maths (CA)	YES	YES	

Accreditation Status of PG programs:

Title of PG Programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2017	Whether "Applied for" as on 31 st March 2017?
MCA	YES	YES	 NA
MBA	YES	YES	
MBA [PART TIME]	YES	YES	
M.Sc CS	YES	YES	
M.Sc IT	YES	YES	
M.Sc ECS	YES	YES	
M.Sc VLSI	YES	YES	
M.Sc BT	YES	YES	
M.Com FCA	YES	YES	
MIB	YES	YES	
MA ENG	YES	YES	
MSW	YES	YES	

1.3 Faculty Status

(Regular/On-Contract Faculty as on March 31st, 2017)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in Position by Highest Qualification												Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty in Position
		Doctoral Degree				Master degree				M.Phil/NET/ SET						
		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines				
		R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15= (3+5+7 +9 +11+13)	16= (2-15)	17= (4+6+8+10 +12+14)
Prof	16	-	-	15	-	-	-	-	-	-	-	-	-	15	1	0
Asso. Prof	33	-	-	18	-	-	-	-	1	-	-	12	-	30	3	1
Asst. Prof	99	-	-	15	-	-	-	22	-	-	-	69	-	106	-7	0
Total	148	-	-	48				22				81	1	151	-3	1

Prof = Professor, Asso Prof = Associate Professor, Asst Prof = Assistant Professor, R=Regular, C=Contract

Total Faculty Strength (Last and Next 3 Years)

2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
123	121	136	152	165	180	200

1.4 Baseline Data

(All data given for the following parameters to ALL disciplines)

S.No	Parameters	2014-2017
1	Total strength of students(UG/PG/PhD) in all programs and all years of study in the year 2014-17	6,515
2	Total women students in all programs and all years of study in the year 2014-17	2,820
3	Total SC students in all programs and all years of study in the year 2014-17	634
4	Total ST students in all programs and all years of study in the year 2014-17	02
5	Total OBC students in all programs and all years of study in the year 2014-17	5,623
6	Number of fully functional P-4 and above level computers available for students in the year 2014-17	542
7	Total number of text books and reference books available in library for UG and PG students in the year 2014-17	38,562
8	Student-teacher ratio	19:7:1
9	% of UG students placed through campus interviews in the year 2014-17	73.3%
10	% of PG students placed through campus interviews in the year 2014-17	44.6%
11	% of high quality undergraduates (>75% marks) passed out in the year 2014-17	72.3%
12	% of high quality postgraduates (>75% marks) passed out in the year 2014-17	50.3%
13	Number of research publications in Indian refereed journals in the year 2014-17	34
14	Number of research publications in International refereed journals in the year 2014-17	189

15	Number of patents obtained in the year 2014-17	Nil
16	Number of patents filed in the year 2014-17	Nil
17	Number of sponsored research projects completed in the year 2014-17	7
18	The transition rate of students in percentage from 1st year to 2nd year in the year 2014-17 for : (i) all students (ii) SC (iii) ST (iv) OBC	i) 1.1% ii) 1.2% iii) 1.0% iv) 1.1%
19	IRG from students' fee and other charges in the year 2014-17 (Rs. In lakh)	2,687
20	IRG from externally funded R&D projects, consultancies in the year 2014-17 (Rs. in lakh)	12.8
21	Total IRG in the year 2014-17 (Rs. in lakh)	2,699
22	Total annual recurring expenditure of the College in the year 2014-17 (Rs. in lakh)	2,763

Total Strength of students (Last and Next 3 Years)

2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1987	1997	2230	3180	3600	4000	4300

2.1 COLLEGEAL DEVELOPMENT PROPOSAL (CDP)

2.1.1 Give the Executive Summary of the CDP.

- ❖ Scaling up UG / PG / Research programmes by introducing industry relevant and innovative courses keeping in view demand and supply scenario and by implementing regular revision of curricula and syllabi to keep pace with the emerging trends in technology.
- ❖ Improving the research facilities to enhance the PG and doctoral level studies so as to open up new areas for providing consultancy and carrying out industry based research.
- ❖ All inclusive and technology relevant need based FDP (Faculty Development Programmes) so as to motivate adoption of technology driven teaching-learning practices, which include Outcome Based Education (OBE), and approaches based on Blooms Taxonomy.
- ❖ Encouraging the faculty to contribute the institutions growth by way of ensure self-growth both by organising and attending International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs
- ❖ Creation of Centres of Excellence in the area of Data Sciences and Biotechnology.
- ❖ Expansion and modernization of existing infrastructure for UG / PG / Research courses (viz. Laboratories, Library, Networking, Smart classrooms) and creation of a centralized computing facility with sophisticated equipments relevant to growth of different specializations and centralized digital library facility.

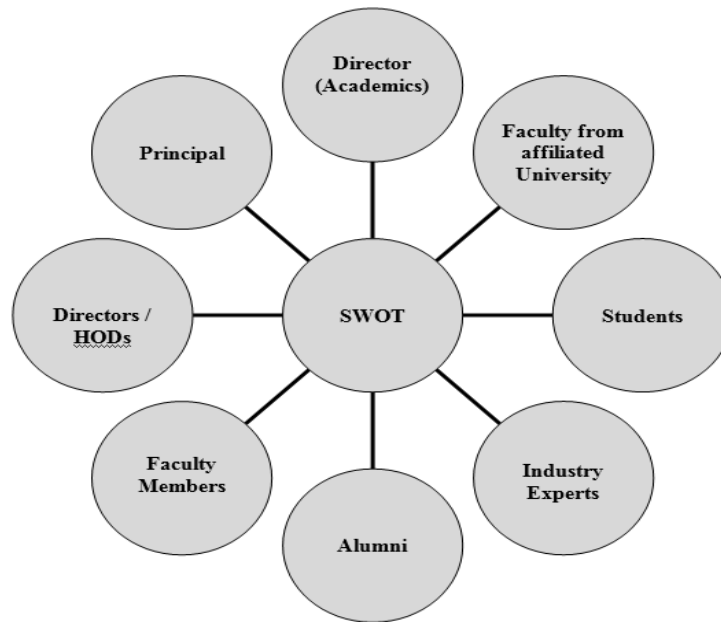
Methodology Adopted

For conducting the SWOT analysis and to come out with reality based results with facts, a hierarchical based approach was adopted.

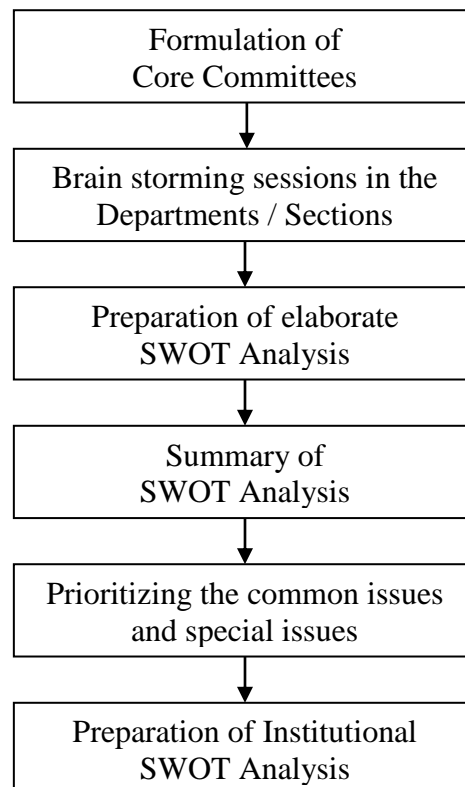
A core committee was formed with Principal as chair person and deans / directors / senior faculty members / student representatives and alumni and industry experts. The committee conducted brain storming and came out with recommendations to indicate the strengths and weaknesses of the institution. The later deliberations focussed to how to utilise the opportunities available as a result of our strengths as well as address the threats arise out of weaknesses.

The key features on and off the lines in SWOT are:

- ❖ Discussions and brain storming
- ❖ Feedback from the students in prescribed format
- ❖ Communication with the alumni / industry experts
- ❖ Constituent Members



Constituent Members in SWOT Process



Steps involved in SWOT Analysis

SWOT Features

- ❖ A number of meetings were held involving the stakeholders from department to college level.
- ❖ The deliberations and feedback were obtained.
- ❖ All possible supporting documents / evidences were used for discussions to arrive at proper conclusions.

Analytical Frame work

The Initial draft copy of the SWOT Analysis at the institutional level was circulated to key members and repeated review meetings were held to finalise the SWOT.

SWOT Analysis Summary

Strengths:

1. Situated in the western heartland which is educational hub of Tamilnadu State in a sprawling 6.5 acres campus, with vast built up area.
2. Coimbatore is the industrial Growth Centre of the State, huge scope of collaborative programme with Industry.
3. 100% UG / PG / M.Phil. / Ph.D. / COP courses are approved by Bharathiar University.
4. S.N.R. Sons College is also Accredited by NAAC, as well as International Accreditation Agency.
5. Best practices curricula based activities, namely
 - a. Extra Credit Courses
 - b. Higher Pass Mark for Skill Oriented subjects
 - c. Open Electives (inter-departmental courses)
 - d. Special Interest Subjects (Student's own choice)
 - e. PACE – Personality, Aptitude & Career Enhancement
 - f. Faculty Record Book
 - g. Social Activities through Voluntary Blood Donors Club, Nature Club, Organ Donation, Red Cross, NCC, NSS, Rotaract
6. Adoption of technology in teaching learning process with a view to harnessing the recent ICT based innovations, namely
 - a. Outcome based education (GAs / PEOs / POs)
 - b. Blooms Taxonomy
 - c. Online Examinations (MOODLE)
 - d. Online Courses (NPTEL & MOOCS)

- e. Management Information system
 - f. Learning Management System (LMS – Exclusive Mobile App)
7. The campus is equipped with state of the art Conference / PPT Hall Auditorium, Language lab, Gymnasium, medical arrangement SRH with full time doctor, separate Boys and Girls hostels and Playground.
 8. Sri Ramakrishna Academy Centre for VAC (Value added courses), IBM Excellence Centre and INFOSYS Training Center.
 9. Adequate laboratory infrastructure to run UG/PG/Ph.D. programmes.
 10. WI-FI Campus.
 11. Some state-of the art laboratories are Computer Labs, VLSI Lab, Chemistry Lab, Physics Lab and Biotechnology Lab.
 12. INFLIBNET facility subscribed and extended to all students and faculty.
 13. Active Cell of NCC and NSS cater to the needs of the society & economy.
 14. Installed 'Lift' exclusively for physically challenged students.
 15. Smart class room equipped with state of art audio visual amenities.
 16. Entrepreneurship is encouraged through approved Entrepreneurship Development Cell (EDC).
 17. Decentralized Administration with delegated authority up to department head level resulting in quick decision making process.
 18. E- Governance is fully operational (ERP, MIS, LMS).
 19. Collective leadership, responsibility and team-work with feedback oriented performance appraisal.
 20. In the last 5 years period, nearly half of the faculty have acquired Ph.D.
 21. Course curricula are well-designed.
 22. Syllabus is designed with self corrective measures and in consultation with Industry people.
 23. More emphasis on learning in the teaching learning process with teachers as facilitators.
 24. Senior faculty members are highly committed, competent and qualified.
 25. High retention rate of the faculty members.

26. UG Courses are very popular in this region due to good faculty members and accountability in teaching.
27. All Professors and Associate Professors are Ph. D. holders and most of the Assistant Professors are Master's Degree holders with NET / SLET
28. All teaching faculty have obtained Bharathiar University qualification Approval.
29. Teachers are encouraged to pursue Research. They are regular contributor of research publications (Nationally/Internationally) and books.
30. Technical, administrative and support staff are professionally qualified and computer savvy.
31. Intake of good quality students and provision for assistance ship. Their interest in research, and innovation are motivated by the management.
32. Strong Placement Cell facilitates with campus recruitment facility
33. Prevalence of Open environment, teachers counseling via structured students' mentorship programme.
34. Adopting latest methodology for nurturing weaker students such as remedial classes.
35. Good network with Institutes of importance and Industry.
36. Faculty members are regularly attended industry sponsored internship programmes like INFOSIS, TCS, IBM, etc.

Weaknesses:

1. Need based planning and development of research facility is required.
2. It is shortage of middle level faculty members.
3. No. of smart class room needs to be increased along with modernization of existing laboratories.
4. Sponsored research from industry needs.
5. PG projects specifically in hard core science / application fields need to be augmented.
6. Collaborative research with Institutes of repute is needed.
7. Ph.D. programme is required to be enhanced.

Opportunities:

1. Students and teachers exchange programme with foreign universities.
2. Successfully undertaken first impact study on financial inclusion status post demonetization. It will pave way to collaborate with NABARD / Finance and Rural Development Ministries by Management & Commerce departments.
3. An MOU is already signed with Asia Pacific University, Malaysia to enhance the opportunity of collaborative activities, research and consultancy.
4. Increasing the proportion of the female students.
5. Increasing the percentage of women faculty members in higher education.
6. An opportunity to augment inter-disciplinary research to meet societal requirements in Health, Rural Development / Tribal Development / Financial Sectors.

Threats:

1. Foreign Brand has a face value in Indian's mind and as such the entry of foreign university may pose a threat.
2. Availability of competent faculty is very meagre.
3. Attractive terms and conditions offered by industries to the brilliant students, reducing the availability of students for higher studies.
4. Continuous need to revise the course content and high redundancy rate of the available technology.
5. Global recession has an impact in the higher technical education.

Analysis of Strengths / Weaknesses Vs Opportunities / Threats

	Strengths	Weaknesses
	To Exploit	To Explore
Opportunities	<p>01: To produce graduates with high employability skills with quality.</p> <p>02: To proactively involve the staff and students in research for socio-economic development.</p> <p>03: To consolidate alumni network for the strengthening of college infrastructure, student placement & internship, collaborative initiatives.</p> <p>04: To offer collaborative mode skill oriented value addition programmes to ensure better employability.</p> <p>05: To launch need based new and distinctive branches to strengthen.</p> <p>06: To foster innovative thinking in the faculty and students through Industry – Institution Partnership.</p> <p>07: To inculcate spirit of entrepreneurship among students and to provide incubation facility.</p> <p>08: To establish highly efficient internal communication and information system.</p> <p>09: To formulate well-structured auditing procedures (academic, finance and administrative).</p>	<p>10: To create opportunities for teachers to acquire higher qualifications and new technical skills.</p> <p>11: To explore research in inter-disciplinary areas through I2I initiatives.</p> <p>12: To mandate to acquire Intellectual Property Rights (IPR) and encourage patenting through cutting edge research.</p> <p>13: To upgrade educational infrastructure using the state of the art Information and Communication Technology (ICT) tools.</p> <p>14: To establish Industrial Consultancy Services Cell (ICSC).</p>

	Engage	Escape
Threats	15: To retain and attract well-qualified faculty and experienced staff.	16: To reduce the non-serious and probable drop-outs to provide opportunity to serious pursuant Students.

Strategic plan for College Development

Based on the strengths and opportunities identified through SWOT Analysis, the following strategic plans are proposed for long term growth of the institution and sustain the growth already attained:

Plan for 2017 - 2020

- ✓ To increase the number of students in campus to 4,000.
- ✓ To create the required infrastructure facilities and resources.
- ✓ To enhance institutional Centre of Excellence to carry out research, testing, consultancy, industry-linkages, continuing education, etc.
- ✓ To offer twinning programmes with leading International Universities.

Plan for 2020 - 2025

- ✓ To elevate the Institution to DEGREE AWARDING COLLEGE or UNIVERSITY status.
- ✓ To offer Dual Degree Programmes.

Other Need based Plans

The industry based theoretical knowledge is to be supplemented by practical work. Commerce education must move from core area to application areas like Commerce with Computer Applications, Business Process Services, Accounting and Finance, Mathematics with computer applications, strengthening of fundamental science courses like Physics, Chemistry and Mathematics, English Literature to be offered with modern outlook. Introduction of extra credit courses / credit transfer systems to be implemented. Value Education and Environmental Education are to be taught. The future plans include:

- ❖ FDP to enhance the faculty qualities
- ❖ Enhanced and easy reachable Admission process
- ❖ Enhanced employability
- ❖ Designing new UG/PG courses
- ❖ Revising existing course curriculum
- ❖ Infrastructure Development
- ❖ Improved Industry Institute collaboration
- ❖ Scaling Up Collaborative Research
- ❖ Creation of Modern Teaching Ambience

How Key Activities of CDP are linked with the results of SWOT Analysis

S.No.	Strategic Plan	Critical Activities	Addressing issues in SWOT	Validation and Verification methods
1.	Institutional Visibility	<ul style="list-style-type: none"> ❖ NIRF Ranking ❖ Magazine Ranking ❖ International Accreditation ❖ Twinning programs with foreign universities 	<ul style="list-style-type: none"> ✓ Strength ✓ Strength ✓ Strength ✓ Opportunity 	<ul style="list-style-type: none"> ▪ 69th in NIRF ▪ MoU with APU ▪ First Arts & Sc. College in the state to get International Accreditation
2.	Faculty Development	<ul style="list-style-type: none"> ❖ Training - FDP /QIP; ❖ Employee accountability in teaching ❖ Teachers pressed to do research and publication ❖ Encourage faculty to pursue Ph.D. programme. 	<ul style="list-style-type: none"> ✗ Weakness ✓ Strength ✓ Opportunity ✓ Strength 	<ul style="list-style-type: none"> ▪ Verifying course certificates and ▪ Lesson & Session Plan documents,
3.	Institutional Development	<ul style="list-style-type: none"> ❖ Faculty appraisal ❖ Quality assurance system ❖ Transparency & accountability ❖ Goal Setting and results ❖ Decentralisation of powers 	<ul style="list-style-type: none"> ✓ Strength ✗ Weakness ✗ Weakness ✓ Strength ✓ Strength 	<ul style="list-style-type: none"> ▪ Feedback / Staff appraisal ▪ Participation of stakeholders ▪ Collective Decision Making

4.	Increasing Student Intake Effective Admission process	<ul style="list-style-type: none"> ❖ Attract quality students ❖ Outreach and extension to boost the image of the college ❖ Scale up demand driven PG education. ❖ Attract girls students to take engineering education 	<ul style="list-style-type: none"> ✗ Weakness ✓ Opportunity ✗ Weakness ✓ Strength 	<ul style="list-style-type: none"> ▪ Admission records ▪ Increased girl student ratio
5.	Employability Enhancement	<ul style="list-style-type: none"> ❖ Alumni liaison / networking for better employability ❖ Utilize support from / corporate. ❖ Placement / Internship ❖ Structured class for weaker students 	<ul style="list-style-type: none"> ✓ Strength ✗ Weakness ✓ Opportunity ✗ Weakness 	<ul style="list-style-type: none"> ▪ Alumni Registration / meeting records
6.	Design new UG courses and Revise existing course curriculum	<ul style="list-style-type: none"> ❖ Syllabus revisions / updations ❖ Demand driven courses; ❖ New UG programmes in collaboration with Industry ❖ Technology oriented teaching learning methodology ❖ Innovative student projects 	<ul style="list-style-type: none"> ✓ Strength ✓ Opportunity ✓ Opportunity ✓ Opportunity ✗ Weakness 	<ul style="list-style-type: none"> ▪ New courses namely B.Com BPS, F&A, Physics, chemistry, BA Eng. Maths ▪ BOS Records,
7.	Infrastructure Development	<ul style="list-style-type: none"> ❖ Building Expansion ❖ New laboratories 	<ul style="list-style-type: none"> ✓ Strength ✓ Opportunity ✓ Strength 	<ul style="list-style-type: none"> ▪ Building Approvals ▪ Books purchase orders ▪ Net speed test ▪ Lab visits & inspections

		<ul style="list-style-type: none"> ❖ Wifi connectivity ❖ Un-Interrupted power supply ❖ Best in class library with net access 	<ul style="list-style-type: none"> ✓ Strength ✓ Opportunity 	
8.	Improved Industry Institute collaboration	<ul style="list-style-type: none"> ❖ Collaboration with industry in the form of Internships ❖ MoUs signed with industry training needs, ❖ Industry based courses / curriculum ❖ Industry sponsored research 	<ul style="list-style-type: none"> ✗ Weakness ✓ Opportunity ✓ Opportunity ✗ Weakness 	<ul style="list-style-type: none"> ▪ MoUs ▪ Internship records ▪ I2B services
9.	Scaling Up R&D and Collaborative Research	<ul style="list-style-type: none"> ❖ Offer of consultancies ❖ Undertaking research 	<ul style="list-style-type: none"> ✓ Opportunity ✗ Weakness 	<ul style="list-style-type: none"> ▪ Research proposals & sanction orders ▪ Consultancy orders
10.	Creation of Modern Teaching facilities	<ul style="list-style-type: none"> ❖ Student Learning Management System ❖ Moodle ❖ Moocs ❖ Google Class Room ❖ Blooms Taxonomy ❖ Outcome Based Education 	<ul style="list-style-type: none"> ✓ Strength ✓ Opportunity ✓ Opportunity ✓ Opportunity ✗ Weakness ✓ Opportunity 	<ul style="list-style-type: none"> ▪ SNR App ▪ NPTEL

2.3 State the specific objectives and expected results

The specific objectives of the college development proposal include:

- ❖ Strengthening of College
- ❖ Improvements in employability
- ❖ Enhanced Learning outcomes of graduates

These objectives and attributes are discussed in detail below:

1. College strengthening

- ❖ Institutional Visibility
- ❖ Faculty Development
- ❖ Institutional Development
- ❖ Increasing Student Intake Effective Admission process
- ❖ Employability Enhancement through skill training /
- ❖ Design new UG courses and Revise existing course curriculum
- ❖ Infrastructure Development
- ❖ Improved Industry Institute collaboration
- ❖ Scaling Up R&D and Collaborative Research
- ❖ Creation of Modern Teaching facilities

2. Improvements in employability

To improve the employability skills in students the following methodology was adopted:

- ❖ Provisions for Training / Internship / Placement
- ❖ Develop strategies to deliver superior graduate outcomes with a focus on globally relevant careers.
- ❖ Career Advice
- ❖ Strengthening Soft skills and communication skills
- ❖ Involvement in extra-curricular activities
- ❖ Networking of graduate – industry – employment portals
- ❖ Linkage with professional associations
- ❖ Work experience through part time jobs / internships

3. Learning outcomes of graduates

To improve the learning outcome the following strategy was promoted:

- ❖ Adoption of outcome based education
- ❖ Implementation of Blooms Taxonomy strategies
- ❖ Technology adoption in teaching learning processes
- ❖ Tech-structure improvements
- ❖ Teaching essential principles
- ❖ Engagement of students
- ❖ Providing direct support when needed
- ❖ Systematic monitoring of students' performance through tutorial record system

2.4 Action Plans

2.4 a) Academic Plan - courses proposed and student's admission policy and plan

The following new courses in Core Science are proposed:

- ❖ B.Sc Physics
- ❖ B.Sc Chemistry

The following new courses in Commerce are proposed:

- ❖ B.Com BPS
- ❖ B.Com Finance and Auditing
- ❖ B.Com IB
- ❖ B.Com E Commerce

The following new courses in Mathematics are proposed:

- ❖ B.Sc Mathematics
- ❖ B.Sc Mathematics with Computer Applications

The following new courses in Language is proposed:

- ❖ B.A. English Literature

2.4. b) Faculty recruitment plan

Based on the departmental requirements arising out of situations like resignation, superannuations, transfer, etc., the management forecasts that about 5%-10% new staff recruitments are needed every year:

The recruitments are planned well in advance. Recruitment notifications are given in leading news papers. The recruitments are conducted in a transparent manner by formally constituting interview panels / selection committees.

2.4 c) Implementation of academic and non- academic reforms

Following academic reforms shall be implemented:

- ❖ Innovations in teaching and student evaluation methodologies.
- ❖ Regular revision/reorientation/restructuring of all curricula.
- ❖ Design skills, communication skills, entrepreneurial skills, information processing, creative and innovative thinking, leadership skills.
- ❖ Problem solving Projects from industry.

- ❖ Variety in elective courses.
- ❖ Extensive use of media.
- ❖ Invited expert lectures from industry and field.
- ❖ Visits to and training in industry.
- ❖ Credit based multi-level and multi-background entry.
- ❖ Improved evaluation of students' performance.
- ❖ Appraisal of faculty performance by students.

Following non-academic reforms shall be implemented:

- ❖ Exercise of autonomy.
- ❖ Establishment and augmentation of corpus fund, faculty development fund, equipment replacement fund, and maintenance fund.
- ❖ Generation, retention and utilization of revenue generated.
- ❖ Filling-up all existing teaching and staff vacancies.
- ❖ Delegation of decision making powers to senior institutional functionaries with accountability.
- ❖ Faculty incentive for continuing education (CE), consultancy and R&D.
- ❖ Accreditation of UG and PG programmes.

2.4 d) Plan for strengthening research, teaching and extension activities

- ❖ More Faculty Development Programmes are planned to conduct specifically for submitting research proposals and publication.
- ❖ Research Dean oversees and encourages research at departmental levels.
- ❖ Science / Social Science Research with relevance to societal needs.
- ❖ Awards for outstanding research contribution.
- ❖ Time bound programme for faculty to qualify with a doctorate degree.
- ❖ Established MoUs with reputed research institutions at national / international level.

- ❖ Undertaking social need based projects / extension activities / tribal / rural / women empowerment related projects.
- ❖ Identify and create a pool of leadership available among the students and staff in different fields by recognising their extraordinary.
 - Humanities and the arts.
 - Life sciences and agricultural sciences.
 - Physical sciences.
 - Social sciences.
- ❖ Strengthening interdisciplinary approach to development through extension activities with the help of NSS in collaboration with Sri Ramakrishna Academy.

2.4. e) Plan for academia and interaction with industry

- ❖ Enter into MoUs for excellence in education, training, research, consultancy and community development.
- ❖ Match the core research areas with Industries in the region.
- ❖ Specialized subject teaching by industry experts.
- ❖ Faculty deputations to industry for research/ training.
- ❖ To organize executive meets regularly and nourish good relationship with industrialists.
- ❖ To involve industry, institute and alumni personnel in academic bodies.
- ❖ To motivate faculty to take up industry sponsored R&D projects.
- ❖ Creation of Consultancy Services Cell.

2.5 Measuring Outcomes

a) Improving employability of graduates through placement cells

- ❖ Provision for PACE – Personality, Aptitude, & Career Enhancement for overall performance enhancement during the interviews.
- ❖ Value Education or life balancing skills.
- ❖ Provision for fundamental computer training to enable the students handle the gadgets very well which is essential for the jobs.

Training

Training is the key factor of success in Career achievement. In order to ensure better performance of the students in the campus recruitment process, the college felt to enable the potentiality of students to face interviews and easily get through the preliminary tests and process, therefore it was decided to offer the essential preparation of every student on

- ✓ Basic communication,
- ✓ Aptitude,
- ✓ Reasoning ability and
- ✓ Soft skills. Inevitably.

We have brought the training component at all levels inside the curriculum. Accordingly through liberty of innovation through Autonomy, SNRSC has incorporated a special unique course namely “Personality Aptitude and Career Enhancement – PACE” stretching from semester 1 to 5 carrying 7 credits in total.

In the semester 1 and 2, the PACE-I & II courses are designed to equip in basic and advanced communication skills followed by PACE-3 & 4 for aptitude, logical reasoning and quantitative abilities in the semester 3 and 4 respectively.

PACE- V for semester 5 is designed to groom the candidate with adequate practice and soft skills necessary for the placements.

This course is mandatory to all the under graduate programmes and also reflect in the mark sheets of the candidate. The minimum pass percentage of this course is 60 % in the comprehensive examinations. Successful completion of this course in all the 5 semesters will be qualified for the award of the degree pursued by each candidate.

2.5 (b) Increased learning outcomes of the students

All possible efforts will be made to bring out the talent of the students in the best possible way. For the betterment of the society, efforts will be made to connect the students to the society by increased social interactions. Apart from this we will ensure that the students are not confined to bookish knowledge only and they should possess the capacity and capability to implement their knowledge at the social level.

2.5(c) Improving teaching, research and quality through faculty evaluation and student's feedback

A class committee of at least 8 students comprising of 2 fast learners, 2 moderate learners, 2 slow learners and 2 class representatives is formed. Additional students are included based on their interest as decided by class advisor after first CIA test.

- ✓ The Principal or In-charge appointed by the Principal organizes class committee meeting after first internal test. Feedbacks received along with actions planned are recorded in the minutes.
- ✓ These are communicated to the faculty through department wise faculty meeting organized by the Principal.
- ✓ A class committee of at least 8 students comprising of 2 fast learners, 2 moderate learners, 2 slow learners and 2 class representatives is formed.
- ✓ Committee Members will post their feedback on each course. Additional students are included based on their interest as decided by class advisor after first CIA test.
- ✓ The Principal or In-charge appointed by the Principal organizes class committee meeting after first internal test.
- ✓ Feedbacks received along with actions planned are recorded in the minutes.

These are communicated to the faculty through College wise faculty meeting organized by the Principal.

2.6 Plan for organizing a Finishing School to improve academic performance of SC/ST/OBC/academically weak students

The college is very much concerned about the well being of socially and academically weak students. An academic plan improving the academic performance of SC/ST, OBC, academically weak students is as follows:

- ✓ The students will be taught via smart classes to invoke interest to their subjects.
- ✓ The college also plans to provide some short term language courses to the students to increase their proficiency & command over their language.
- ✓ The college will direct the faculty members of all the existing departments to take few extra classes for socially and academically weak students.
- ✓ The students will be giving some prelim computer training so that they may be able to handle the computers.

S.No	Activity	Projects Months					
		1-3	4-6	7-9	10-12	13-15	16-18
1.	Course plan blue print						
2.	Pre-programme quality assessment						
3.	Material development						
4.	Promotional activities						
5.	Point persons / resource persons nominations						
6.	Schedule development						
7.	Launching of Finishing school programmes						
8.	Appraisal mechanism						
9.	Mid term course correction						

2.7 Summary of Training Needs Analysis carried out.

Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training Needs Analysis in the following areas.

S.No	Activity	Nos.	Projects Months					
			1-3	4-6	7-9	10-12	13-15	16-18
1.	Blooms and Outcome Based Education (OBE)							
	All faculty members	150						
2.	Subject / domain knowledge enhancement							
	Computing	30						
	Commerce	60						
	Management	20						
	Sc. & Humanities	40						
3.	Attendance in activities such as workshops, seminars							
	Computing	30						
	Commerce	60						
	Management	20						
	Sc. & Humanities	40						

- **Blooms and Outcome Based Education**

The faculty member, including Deans. Directors, Heads, and faculty members will be exposed to Blooms and Outcome Based Education.

- **Subject / domain knowledge enhancement**

Participation of the teachers in different short terms courses related to their respective subject will be promoted. The college will also encourage teachers to apply in different research oriented programmes sponsored by various research organisations.

- **Attendance in activities such as workshops, seminars**

The college will take care of an active participation of teachers in seminars, conferences, workshops etc., related to their subject.

- **Improvement in faculty qualifications**

As per state govt. Norms, the college will permitted faculty members to improve their qualifications (if required).

- **Improving research capabilities**

It is ensure by the institution, faculty members will submit their project for financial assistance to different agencies. However there R&D activities depend upon the availability of infrastructure features like PG buildings, library facilities &.well equipped laboratories.

2.8 Action plan for training technical and other staff in functional areas

Training need analysis was carried out among the technical and other staff and almost all of them intend to undergo training to enhance capability in their domain work in reputed institutes offering such training. The following areas are in broadly identified in which training are proposed.

- Medium and short term training courses are proposed in their domain areas like web technology, networking, common software packages like MATLAB and maintenance of lab equipment.
- The technical and support staff are to be trained for supervisory and skill development in using state of the art equipment and technology.
- Medium and short term training programs for newly appointed technical staff to carry out routine laboratory tests.

2.9 Relevance and coherence of Institutional Development proposal with state's/National Industrial/ Economic Development plan.

Our country wishes to create a large number of highly qualified and trained personnel to meet the dynamic requirements of the industry that pave the way for economic growth of the nation.

As far as academic institutions are concerned, the quality and quantity of education rarely go together. We are in the midst of a situation where a few number of well qualified professionals are produced. The reason behind this are:

- Industries & Financial sectors, of today, do not require highly qualified personnel in mass number.
- A small number of highly qualified people are adequate to meet dynamic changes.
- Creation of highly qualified people is very costly.
- Students with remarkable potential often avoid higher studies and prefer going job.
- It makes sense to help them out in a big way and keep them in the main stream.
- Our intention is to provide a small student population with all possible facilities which would help to be highly professional.
- At the same time, out of a social responsibility, lab facilities and highly trained human force are available to any industry, albeit, at a price.

Thus, through this IDP:

- It is proposed to have a systemic and sustainable strategy to make effective use of educational resources for scaling educational It is proposed to have a systemic and sustainable strategy to make effective opportunity and excellence in the Indian context.
- It is proposed to strengthen the existing research laboratories' and increase publishing of paper in peer reviewed Journals. This enhances the visibility of the Institution.
- Setup centers of Excellence there by enhancing demand driven research.
- It is proposed to improve services to community and economy.
- It is proposed to improve quality for PG students and Ph.D scholar

2.10 The participation of departments / faculty In the proposals preparation and the implementation:

- At the department level, a meeting of all faculty in each departments was initially held where a briefing on salient features of the proposal was made either but HOD / by the UGC coordinator of the department.
- This was followed by discussion on the proposed.
- Action planned by the department and the project document was circulated among the faculty groups working in different areas and they were asked to go through it and submit proposals in tune with the overall theme based on the discussions and consensus at the meeting.
- Simultaneously, a survey on training need analysis (TNA) was carried out among the faculty and technical staff to identify the needs and formulate a strategy for training.

The proposals received from the faculty group were reviewed and consolidated as in the previous stage of UGC funding, it is envisaged to implement the proposal with the active involvement of all faculty and technical staff of the department.

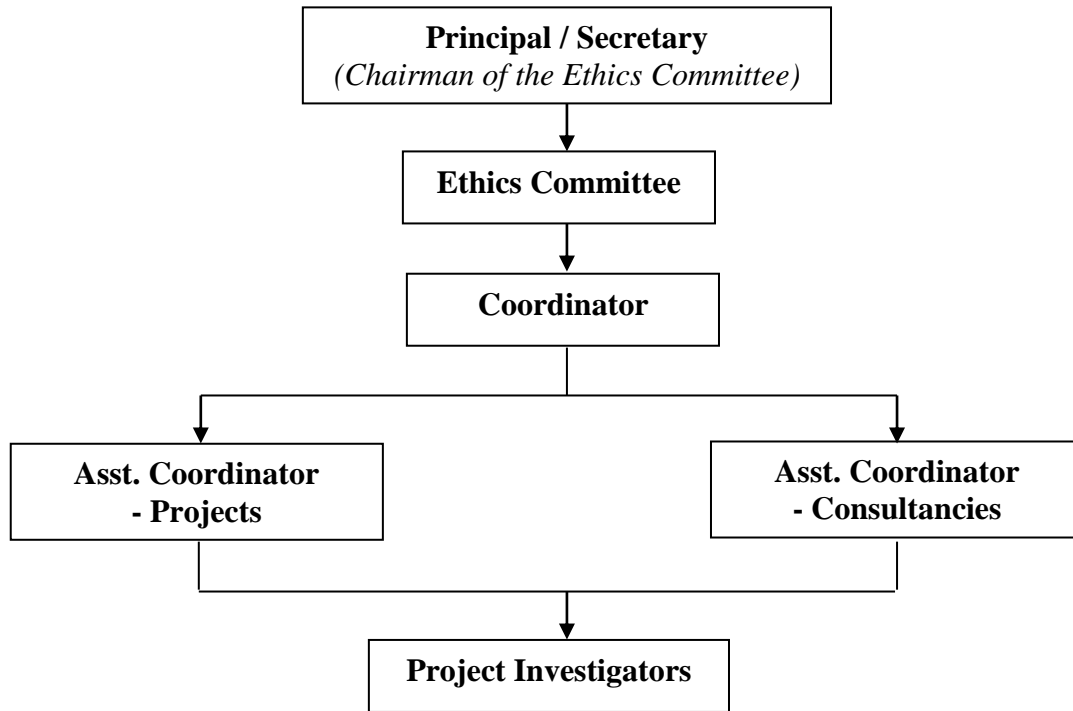
2.11 The institutional project implementation arrangements:

The following team will carry out the UGC implementation in the institute:

- Director of the Institute is the project leader.
- A faculty at senior level is UGC coordinator of the institute.

- Committees to be formed under these Nodal Officers for looking after for procurement, finance, academic and equity plan.

The following will be proposed hierarchical arrangement for implementing projects:



**2.12 Provide an College Project budget as per table below:
Financial Plan for College (Rs.In Crore)**

S.No	Activities	Plan Life Allocation	2017-2018	2018-2019	2019-2020	2020-2021
1	Infrastructure	3.0	0.9	0.8	0.7	0.6
2	Modernization and strengthening of laboratories	0.40	0.11	0.12	0.09	0.08
3	Establishment of new laboratories for existing UG and PG programs and for new PG programs	0.10	0.3	0.4	0.2	0.1
4	Modernization of classrooms	0.09	0.009	0.040	0.034	0.007
5	Updating of Learning Resources	0.40	0.08	0.12	0.12	0.08
6	Procurement of furniture	0.20	0.04	0.06	0.05	0.05
7	Establishment / Upgradation of Central and Departmental Computer Centres	0.32	0.06	0.10	0.09	0.07
8	Modernization /improvements of supporting departments	0.20	0.04	0.06	0.05	0.05
9	Modernization and strengthening of libraries and increasing access to knowledge resources	0.65	0.13	0.20	0.17	0.15
10	Refurbishment (Minor Civil Works)	0.25	0.09	0.06	0.05	0.05
11	Research and development support	1.5	0.25	0.40	0.40	0.45
12	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	1.5	0.20	0.30	0.40	0.60
13	Provision of resources for research support	1.0	0.20	0.25	0.28	0.27
14	Enhancement of R&D and College consultancy activities	0.525	0.08	0.14	0.15	0.15
15	Faculty Development Support	1.14	0.27	0.31	0.28	0.28
16	Faculty and Staff Development (including faculty qualification up gradation, pedagogical training, and organising/participation of faculty in workshops. Seminars and conferences) for improved competence based on TNA	1.60	0.25	0.45	0.50	0.40
17	College reforms	0.25	0.06	0.07	0.06	0.06
18	Technical assistance for procurement and academic activities	0.045	0.009	0.010	0.012	0.014
19	College management capacity enhancement	2.36	0.4	0.7	0.8	0.46
20	Academic support	0.26	0.05	0.06	0.07	0.08
21	Creation of new departments/courses	1.25	0.40	0.45	0.20	0.20

22	Enhanced interaction with industry	0.50	0.08	0.12	0.14	0.16
23	Student support activities	0.025	0.005	0.006	0.007	0.007
Total		17.56	3.5	5.06	4.7	4.3

2.13 Measurement Index for College Performance

Indicator	Weightage	Present Score	Target Score
GOVERNANCE QUALITY INDEX - 16%			
% of Faculty Positions, vacant	2.0%	2.0%	2.0%
% of Non-permanent faculty	4.0%	4.0%	4.0%
% of Non-teaching staff to teaching Staff	3.0%	2.5%	3.0%
Total no of under graduation programs	1.0%	0.9%	1.0%
Total no of post graduate programs	1.0%	1.0%	1.0%
Total no of doctoral programs	1.0%	0.8%	1.0%
Faculty appointment - turn around/cycle time in months	2.0%	1.6%	2.0%
Delay in payment of monthly salary payment of faculty	2.0%	2.0%	2.0%
ACADEMIC EXCELLENCE INDEX -21.5%			
Delay in exam conduction and declaration of Results	3.5%	3.5%	3.5%
Plagiarism Check	1.0%	0.5%	1.0%
Accreditation	4.0%	3.2%	3.7%
Teacher Student ratio	4.0%	4.0%	4.0%
% of Visiting professors	1.0%	0.2%	0.8%
% of graduates employed by convocation	0.5%	0.5%	0.5%
% Number of students receiving awards at National and International level	0.5%	0.5%	0.5%
% of expenditure on Library, cyber library and laboratories per year	1.0%	1.0%	1.0%
Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1.0%	1.0%	1.0%
% of faculty covered under pedagogical training	1.0%	1.0%	1.0%
% of faculty involved in "further education"	0.5%	0.5%	0.5%
Dropout rate	1.5%	1.2%	1.5%
No of foreign collaborations	1.5%	0.5%	1.0%
Subscription to INFLIBNET	0.5%	0.5%	0.5%
EQUITY INITIATIVE INDEX - 12.5%			
SC Student%	3.0%	3.0%	3.0%
ST Student%	3.0%	1.0%	2.0%
Gender Parity	3.0%	3.0%	3.0%

Urban to Rural Student population	2.0%	2.0%	2.0%
Existence of CASH	0.5%	0.5%	0.5%
Existence of Social Protection Cell	0.5%	0.5%	0.5%
Language assistance programs for weak students	0.5%	0.2%	0.4%
REASERCH AND INNOVATION INDEX - 24%			
Per-faculty publications	2.0%	1.0%	1.5
Cumulative Impact Factor of publication	3.0%	1.0%	2.0%
H Index of scholars	2.0%	1.0%	1.5%
% of staff involved as principal researcher	1.0%	0.5%	0.8%
% of research projects, fully or more than 50% funded by external agencies, industries etc	2.0%	0.5%	1.5%
Total no of patents granted	1.0%	0	0.5%
% of faculty receiving national/international awards	1.0%	0.2%	0.5%
% of research income	1.0%	0.2%	0.5%
Doctoral degrees awarded per academic staff	1.0%	1.0%	1.0%
% doctoral degrees in total number of degrees awarded	3.0%	2.5%	3.0%
% expenditure on research and related facilities	1.0%	0.5%	0.8%
Digitization of Masters and Doctoral thesis	0.5%	0.3%	0.5%
UPE/CPE	3.5%	3.0%	3.5%
% of Income generated from non-grant sources	2.0%	1.0%	1.5%
STUDENT FACILITIES - 15%			
No of new professional development programs	1.0%	1.0%	1.0%
Existence of Placement Cells and Placement Policy	1.0%	1.0%	1.0%
% of expenditure on infrastructure maintenance and addition	3.0%	2.5%	3.0%
Availability of hostel per out-station female student	3.0%	3.0%	3.0%
Availability of hostel per out-station male student	2.0%	2.0%	2.0%
% of students on scholarship	2.0%	1.5%	2.0%
Average scholarship amount per student	1.0%	0.5%	1.0%
Student Experience Surveys	1.0%	1.0%	1.0%
Graduate Destination Surveys	1.0%	1.0%	1.0%
Infrastructure and Others - 11%			
%Income generated from training courses	1.0%	0.5%	0.8%
% Income generated from consulting	1.0%	0.3%	0.5%
Infrastructural sufficiency	3.0%	2.8%	3.0%
Computer coverage	3.0%	3.0%	3.0%
Internet connectivity of Campus	3.0%	3.0%	3.0%
Total	100.0%	78.9%	92.3%